

To support your contention that it is sufficient to hold up promotions and not periodic within-grade raises in order to flush out delinquent fitness reports, I'll suggest these points:

1. The new reg on within-grade raises requires a positive certification by the supervisor of acceptable performance before the raise can be approved. There's a special form for this purpose and the system is self policing.
2. An attempt to use within-grade raises as a policing mechanism for delinquent fitness reports would impose a heavy burden on the Office of Personnel - perhaps disproportionate to the gain from this move. The burden would likewise be felt

in all the admin staffs throughout the Agency. This is so because within-grade raises (unlike promotions) do not now require Components or OP to pull personnel files and review them. In the case of promotions, no such burden will arise; we'll just be requiring one more point to be checked when the file is being reviewed for other purposes in addition to the latest fitness report (which is essential for the proper review of the proposed promotion).

3. Holding up within-grade raises because of delinquent fitness reports penalizes the wrong people. It's the supervisor who's at fault but the innocent employee feels the brunt of the penalty.